

WRGB & WCWN * Annual EEO Public File Report

February 1, 2007 - January 31, 2008

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the WRGB website.

The information in this report covers the time period beginning February 1, 2007 to January 31, 2008 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

* Freedom Broadcasting of New York, Inc. acquired WCWN on December 5, 2006.

**WRGB Annual EEO Public File Report
February 1, 2006 - January 31, 2007**

**Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD**

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	National Continuity Coordinator	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Times Union Newspaper
2	Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p>	www.tvjobs.com

		<p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p> <p>www.medialine.com, Mark Shilstone</p> <p>www.tvjobs.com</p>	
3	Anchor/Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper</p>	WRGB website

		<p>2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>Television Week (Eric Chasko – Echasko@crain.com, ph:323-370-2415)</p> <p>www.medialine.com, Mark Shillstone</p> <p>www.tvjobs.com</p>	
4	Account Executive	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>www.spotsndots.com</p>	
5	News Photographer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association</p>	Word Of Mouth (2 hires)

		<p>Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>www.medialine.com, Mark Shilstone</p>	
6	Technical Director	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p>	Internal Posting

		Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100	
7	Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>www.medialine.com, Mark Shilstone</p>	Internet
8.	Interactive Content Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p>	Internal Posting (job promotion)

		<p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>www.medialine.com, Mark Shilstone</p>	
9	Producer	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	<p>Word of mouth (2) WRGB website(1)</p>

		www.medialine.com , Mark Shilstone	
10	Cr Services Coordinator	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>www.medialine.com, Mark Shilstone</p>	Times Union
11	Local sales Coordinator	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p>	Word of mouth

		<p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	
12	National Sales Assistant	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Gazette
13	Reporter/Anchor	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p>	Tvjobs.com

		<p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Broadcasting & Cable (Yukie Atsumi – Yatsumi@reedbusiness.com)</p> <p>www.medialine.com, Mark Shilstone</p> <p>www.tvjobs.com</p>	
14	Marketing Mgr	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Internal Posting
15	Asst News Director	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org</p>	Internal Posting

		<p>1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	
16	News Director	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p> <p>Decision Toolbox, Inc. 1526 14th Street, Suite 102 Santa Monica, CA. 90404 (562) 377-5663</p>	Internal Posting

17	Account Executive	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p> <p>Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100</p>	Internal Posting
18	Reporter	<p>All sources on Appendix 2</p> <p>Channel 6 Jobs On Line website</p> <p>New York State Broadcasters Association Website Sandy Hickey – sandy@nysbroadcastersassn.org 1805 Western Ave, Albany, NY (518) 456-8943</p> <p>New York State Labor Dept Donald Radley - www.jobsearch.org/NY 600 Franklin Street, Schenectady, NY (518) 347-1662</p> <p>National Association Of Broadcasters www.nab.org/bcc/prgram</p> <p>Times Union Newspaper 645 Albany-Shaker Rd Albany, NY (518) 454-5000</p>	Tvjobs.com

		Daily Gazette Newspaper 2345 Maxon Rd Ext., Schenectady NY (518) 382-1100 www.tvjobs.com	

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

Total Number of Persons Interviewed thru #18 : 96

Total Number Of Interviewees Per Recruiting/Referral Sources:

CBS6 website	8
Web/Internet	16
TVjobs.com	8
Newspaper – Times Union	22
Newspaper – Daily Gazette	5
Word of Mouth/ Referral	22
Internal Posting	8
Decision Toolbox, Inc.	<u>7</u>
Total	96

**WRGB Annual EEO Public File Report
February 1, 2007 - January 31, 2008**

**Appendix 2
RECRUITMENT SOURCE LIST**

Albany/Colonie Regional
Chamber of Commerce
Attn: Heather Romano
One Computer Drive South
Albany, NY 12205
(518)453-5222 Fax: (518)458-1055
Contact Preference: US Mail

Arbor Hill Community Center
Attn: Donna Thompson, Director
47 North Lark St.
Albany, NY 12210
(518)463-1516
Contact Preference: US Mail

Asian American Journalists Association
Attn: Karen Swing
Professional Development Coordinator
1182 Market Street, Suite 320
San Francisco, CA 94102
(415)346-2051 Fax: (415)346-6343
post@aaaja.org
Contact Preference: E-Mail

AWRT & College of Saint Rose
Attn: Mary Alice Molgard, Job Bank
Coordinator
College of Saint Rose
432 Western Ave, Box 121
Albany, NY 12203
(518)454-5265 Fax: (518)458-5446

Carver Community Center
Attn: R. Walker
813 Strong Street
Schenectady, NY 12307
(518)374-8456 Fax: (518)374-0751
Contact Preference: US Mail

Centro Civico
Attn: Dr. Cecilia Sanz
20 Rensselaer St.
Albany, NY 12202
(518)465-1138
Contact Preference: US Mail

Centro Civico of Amsterdam, Inc.
Attn: Ladan Alomar, Executive Director
143-145 East Main Street
Amsterdam, NY 12010
(518)842-3762 Fax: (518)842-9139
civico@telenet.net
Contact Preference: US Mail

City of Albany
Department of Administration
Room 301
City Hall
Albany, NY 12207
(518)434-5284
James McCaffrey, Acting

molgardm@mail.strose.edu or
www.strose.edu
Contact Preference: E-Mail

Buenos Dias

Attn: Sharon (Lilly) Masilotti
21 Swatling Rd., Apt. 1A
Loudonville, NY 12211
(518)402-0544 Fax: (518)459-2427
Contact Preference: US Mail

Career Development Center
Attn: Thomas Tarantelli, Dir.
RPI
DCC RM. 209
Troy, NY 12180
(518)276-6234 Fax: (518)276-8787
Contact Preference: US Mail

Hispanic Outreach Services
Attn: Anne Tranelli, CSJ
40 North Main Avenue
Albany, NY 122003
(518)453-6655 Fax: (518)453-6792
Contact Preference: US Mail

Hispanic Outreach Services

Attn: Nilda Giraldi
801 Stanley St.
Schenectady, NY 12307
(518)382-2004 Fax: (518)382-2695
Contact Preference: US Mail

Hispanic Outreach Services

Attn: Beatrice Aviles
30 Ontario St.
Albany, NY 12206-2427
(518)463-1217 Fax: (518)463-1217
Contact Preference: US Mail

Hispanic Outreach Services

Commissioner
Contact Preference: US Mail

Corporation For Public Broadcasting
Attn: Ms Yoko Arthur
Employment Outreach Project
901 E. St. NW
Washington, DC 20004-2037
(202)879-9600 Fax: (202)783-1019
Contact Preference: US Mail

Gay & Lesbian Community Council

Attn: Carrie Knepp
P.O. Box 131
Albany, NY 12201
(518)462-6138 Fax: (518)462-2101
cknepp@cdglcc.org
Contact Preference: US Mail

NCAAP

Attn: Olivia Adams
955 State Street
Schenectady, NY 12307
(518)372-4409 Fax: (518)372-5143
mcmclap@mybizz.net (omit as of
12/23/03)
Contact Preference: US Mail

NAB Career Center
Attn: Karen Hunter
1771 N St., NW
Washington, DC 20036-2891
(202)429-5497 Fax: (202)429-3923
www.nab.org/bcc/
Contact Preference: Web Site

National Assoc. of Hispanic Journalists
Attn: Marco Botero, Program Assistant
1000 National Press Building
529 14th St., NW
Washington, DC 20045-2100
(202)662-7145 Fax: (202)662-7144
jobbank@nahj.org
Contact Preference: E-Mail

National Black Media Coalition

Attn: Maria Jeannette Gatto
Youth Outreach Coordinator
PO Box 577 (171 E. Main St.)
Amsterdam, NY 12010
(518)843-0004
Contact Preference: US Mail

Hudson Valley Community College
Attn: Center for Careers & Employment
80 Vandenburg Ave.
Troy, NY 12180
(518)629-7326 Fax: (518)629-7508
cce@hvcc.edu
Mark Schmiedeshoff, Director
Contact Preference: E-Mail

The Leadership Institute
Attn: Denise Chaykun
Broadcast Media Placement
Coordinator
Steven P.J. Wood Building
1101 North. Highland St.
Arlington, VA 22201
(703)247-2000 Fax: (703)247-2001
Contact Preference: US Mail

NAACP
Attn: Anne Pope
P.O. Box 2544
Albany, NY 12220-0544
(518)462-1823
Contact Preference: US Mail

Schenectady County Community
College
Attn: Carolyn T. Pinn
Coordinator of Personnel /AAO
Planning & Development
78 Washington Avenue
Schenectady, NY 12305
(518)381-1200x 113 Fax: (518)346-
0379
Contact Preference: US Mail or Fax

University At Albany
Career Development

Attn: Carmen Marshall, Exec Dir
Employment Resource Center
1738 Elton Rd., Suite 314
Silver Spring, MD 20903
(301)445-2600 Fax: (301)445-1693
Contact Preference: US Mail

New York Sojourner-Herald
Attn: Kimberly L. Ray/Webster
Managing Editor (Paul Webster, Editor)
PO Box 7263, Capital Station
Albany, NY 12224
(518)427-7610
Contact Preference: US Mail

New York State Broadcasters
Attn: Sandy Hickey
Job Bank
115A Great Oak Office Park
Albany, NY 12203
(518)456-8888 Fax: 456-8943
sandy@nysbroadcastersassn.org
Contact Preference: Web Site

New York State Job Service
Attn: Donald Radley
NYS Dept. of Labor
600 Franklin St.
Schenectady, NY 12305
(518)347-1662 Fax: (518)347-0563
www.ajb.dni.us/ny/employer/
Contact Preference: Web Site

Bryant & Stratton College
Attn: Derek L. Coleman,
Director, Career Services
Albany Campus
1259 Central Avenue
Albany, NY 12205
(518)437-1802 x248 Fax: (518)437-1048
Contact Preference: US Mail or Fax

Albany Co Dept of Human Resources
Attn: Kai N. Earle,

ULB-69
1400 Washington Avenue
Albany, NY 12222
(518)442-5515 Fax: (518)442-5005
career@uamail.albany.edu
Contact Preference: US Mail

The Sage Colleges-Troy Campus
Attn: Laurie Anderson
Career Development Center
45 Ferry Street
Troy, NY 12180
(518)244-2272 Fax: (518)244-6865
www.nacelink.com
www.sage.edu
Contact Preference: Web Site

Skidmore College
Office of Career Planning
Saratoga Springs, NY 12866
Contact Preference: US Mail

The Women's Building, Inc.
Attn: Liz Bryant, Coordinator
79 Central Avenue
Albany, NY 12206
(518)465-1597 Fax: (518)465-1598
Contact Preference: US Mail

Women's Press Club of NYS, Inc.
WPC Newsletter
PO Box 13493
Albany, NY 12212-3493
Attn: Nancy Curran, Editor,
Newsletter
1868 Eastern Parkway
Schenectady, NY 12309
393-5904 Office: 377-3810
Contact Preference: US Mail

Connecticut School of Broadcasting
NYC Career Service
377 Route 17 South-Penthouse
Hasbrouck Heights, NJ 07604
Contact Preference: US Mail

Director of Affirmative Action
112 State St.- Suite 670
Albany, NY 12207
kearle@albanycounty.com
Contact Preference: E-mail

One Hundred Black Men
52 Chestnut Lane
Schenectady, NY 12309
Contact Preference: US Mail

Center for Law & Justice
Pine West Plaza-Bldg.2
Washington Ave. Ext.
Albany, NY 12205
Contact Preference: US Mail

Urban Voices
Kenneth Braswell
220 Green St.
Albany, NY 12202
(518)432-5102
Contact Preference: US Mail

Refugee Resettlement Program
218 Nott Terrace
Schenectady, NY 12307
Contact Preference: US Mail

The Saratoga County Chamber
28 Clinton St.
Saratoga Springs, NY 12866
(518)584-3255 Fax: (518)587-0318
www.saratoga.org/jobs
Contact Preference: Web Site

Women's Employment & Resource Center
Attn: Elizabeth Miller, Executive Director
175 Central Ave, 3rd Floor
Albany, NY 12206
(518)462-7600 ext 187
www.cdwercc.org

Contact Preference: US Mail

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

**WRGB Annual EEO Public File Report
February 1, 2007 - January 31, 2008**

**Appendix 3
RECRUITMENT INITIATIVES**

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WRGB News personnel participated in the following events during the reporting period:

3/7-8/07 Divisional Director Of Research, Development and Strategic Planning participated in panel discussions with University of Florida students concerning career opportunities in broadcasting

3/22/07 Vice President/General Manager spoke to students at the New School Of Radio and Television about careers in broadcasting

3/22/07 Sports reporter/anchor spoke to 8th grade students at a career day event held at Doyle Middle School

4/19/07 Videojournalist participated in an Urban Scholars mentoring program at Siena College and spoke about her job as a videojournalist and how to prepare for careers in television broadcasting

4/3/07 A student from Niskayuna High School job shadowed news personnel including a reporter and the noon news producer and sat in on the morning planning meeting

4/24/07 Meteorologist participated in the Read Aloud program at Schalmont Middle School and encouraged the students to use books as a tool to explore career and educational options

5/4/07 Meteorologist participated in a career fair at Lisha Middle School

10/18/07 Meteorologist guest lectured University of Albany students concerning TV meteorology followed by question and answer period.

11/12/07 Anchor shared her views on changes in the media and her career story at the Capital Region News & Public Relations Professionals forum hosted by the College of St Rose

4/24/07, 5/8/07, 8/14/07, 11/13/07, 11/20/07, 11/27/07 Weather reporting presentation to Sacandaga Elementary School, Central Park Middle School, Tudor Time summer camp,

Pinewood School, Birchwood Elementary School and Albany School #19 respectively by Chief Meteorologist

11/27/07 Station tour and career talk to Ballston Spa High School students hosted by the Assignment Desk Mgr.

Outreach Initiative #2

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2007 internship programs attracted fourteen high school and college students. One interned in the Technical Department, one on the Production Department, two in Sales and the remainder in News. The colleges represented were SUNY New Paltz, Adirondack Community College, University at Albany, Siena College, University of Central Lancashire, Franklin Pierce University, New School of Radio and Television and Liberty University. High Schools represented were Niskayuna High School. Interns receive school credit and are monitored by a teacher/coordinator.

Outreach Initiative #3

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

WRGB provides on-going training to management and supervisory personnel.

On June 4, 2007 the Business/HR Manager led a discussion among department heads/supervisors on new EEOC workplace rules specifically concerning working mothers.

In June 2007 the following received booklets entitled "Better Interviews/Better Hires" and "Preventing Sexual Harassment and Other Forms of Discrimination" and signed a statement acknowledging receipt of the booklets and the company policies entitled "Anti-Harassment/Non-Discrimination" and "WRGB Information Systems" and their responsibility as a supervisor/manager to read and understand the material and to comply with the applicable company policies and legal requirements: General Mgr, Production Mgr, Creative Services Mgr, General Sales Mgr, WCWN Director of Sales Development, WRGB & WCWN Local Sales Mgrs, News Manager, Traffic Mgr, Assignment Desk Mgr and National Sales Mgr.

On July 9, 2007 the WCWN Director of Sales Development viewed a videotape entitled "EEO Compliance for Supervisors & Managers." She also signed a statement acknowledging viewing the tape, receiving the station policies entitled "Anti-Harassment/Non-Discrimination" and "WRGB Information Systems" and the responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies. On August 16, 2007 the newly promoted Executive Producer viewed the same tape and signed a written acknowledgement.

In September 2007 the following participated in and successfully completed an on-line sexual harassment training course: General Manager, Assignment Desk Manager, National Sales Manager, WCWN & WRGB Local Sales Managers, Executive Producer, Business/HR Manager, Production Manager, Traffic Manager, Creative Services Manager, Chief Videographer.

Outreach Initiative #4

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Divisional managers participated in the following job fairs on behalf of the station:.

University of Florida College of Journalism and Communication 3/29/07
Division Director of Research, Development and Strategic Planning

NAB Career Fair 4/18/07
Division Sr. Director of HR, Division VP of Finance, WRGB's Director of Engineering

Department managers participated in the following job fairs on behalf of the station:

Martin Luther King Jr. Job Fair 4/12/07
Local Sales Mgr, Director of Engineering, Production Manager, WCWN Local Sales Manager,
Business/HR Manager

Outreach Initiative #5

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

4/19/07 Anchor participated in a panel discussion on the relationship between business and media hosted by the Consulting Alliance, a non-profit association of independent consultants.

4/21/07 Reporter spoke to middle school students and parents attending a program called Entering The College Zone sponsored by the Black Child Development Institute.

4/27/07 Anchor spoke to statewide conference of educators concerning technology's influence on careers. Hosted by the New York State Technology Association.

11/12/07 Anchor shared her views on changes in the media and her career story at the Capital Region News & Public Relations Professionals forum.

WRGB-TV



ALBANY, NEW YORK

JOB OPPORTUNITIES:

ACCOUNT EXECUTIVE – 2 for CW

NEWS PHOTOGRAPHER – 2 for WRGB

NEWS PRODUCER – 1 for WRGB

PRODUCTION PRODUCER/DIRECTOR – 1 for
WRGB

TECHNICAL DIRECTORS – 2 for WRGB

NEWS ASSISTANT/PT– 1 FOR WRGB

RECEPTIONIST/PT – 1 FOR WRGB

3/2007

Sunday, May 27, 2007 4:19:30 PM

Message

From: Robert Furlong
"Donn Colee" <dcolee@freedom.com>
Subject: Fwd: Input for EEO public file report
To: Lisa Jackson
Connie Cammarene

Attachments: Attach0.html

 2007 EEO PUBLIC FILE REPORT INPUT.doc

Hello friends.

Attached is input for your station's 10/1/06-9/30/07 EEO public file report. Representing Freedom Broadcasting I attended two events at University of Florida which would qualify as recruitment initiatives in the report.

If you have any questions or need more info please let me know.

Regards,
Donn

EEO PUBLIC FILE REPORT INPUT
FROM DONN COLEE – RE UNIVERSITY OF FLORIDA RECRUITMENT
INITIATIVES
Written 5/25/07

Under heading of **College Recruitment Activity**

On March 7-8, 2007, Donn Colee, Director of Research, Development and Strategic Planning for Freedom Broadcasting, Inc., and a member of the **University of Florida College of Journalism and Communication's Telecommunication Advisory Council**, represented Freedom Broadcasting's stations in five panel discussions with students about career opportunities in broadcasting. In addition, he conducted interviews and counseling sessions with seven individual students about their career plans, provided helpful information about finding job openings and tips about interviewing. Mr. Colee also reviewed and gave feedback on student's tapes.

On March 29, 2007, Mr. Colee, representing all Freedom Broadcasting stations, participated in a job and internship fair sponsored by the **University of Florida College of Journalism and Communication**. He interviewed and counseled 17 juniors and seniors about internships and job opportunities at Freedom Broadcasting's television stations.



Thursday, March 22, 2007 12:11:10 PM

Message

From: ♀ "Robert Furlong" <Rfurlong@wrgb.com>

Subject: FW: Gretzinger requesting you

To: ♀ Robert Furlong

Attachments:  Attach0.html

From: PAULA FIDALGO [<mailto:webnpaula@hotmail.com>]

Sent: Thursday, March 22, 2007 11:59 AM

To: Rfurlong@wrgb.com

Subject: RE: Gretzinger requesting you

Dear Bob:

Thank you so MUCH. I REALLY appreciate it.

I have 23 students in the class. They will be ready to ask you questions. They are good students.

The New School of Radio and Television is located on 50 Colvin Ave in Albany. If you are coming from channel 6 get on 90 going towards Albany – get off exit 5 Everett (near channel 9)

At the exit ramp, take a right. Then go straight - at the second set of lights take a right onto Central Ave(DePaula car dealership is on the right) get on the left lane. At the second traffic light take a left onto Colvin Ave (there's a Price Chopper on the right)

Go straight on Colvin Ave... the school is on the left... it's a big blue brick building – park in the back on the building (which is our main entrance) When you open the main door, go downstairs and you'll see The New School.

If you get lost feel free to give me a call 518.438.7682

town, returning the following week.

Bob

From: PAULA FIDALGO [<mailto:webnpaula@hotmail.com>]
Sent: Sunday, March 11, 2007 1:25 PM
To: Rfurlong@wrqb.com
Subject: Gretzinger requesting you

Dear Mr. Furlong:

I want to ask you if you would like to be the guest speaker for the 2007 class (New School of Radio and Television) on April 20th at 6 p.m.

It would be an honor to have you.

The graduation ceremony is held at the Hudson Valley Community College.

I look forward to your response. Thank you very much.

 Paula Gretzinger

[Get a FREE Web site, company branded e-mail and more from Microsoft Office Live!](#)

[Get a FREE Web site, company branded e-mail and more from Microsoft Office Live!](#)

[Mortgage refinance is hot 1\) Rates near 30-yr lows 2\) Good credit get intro-rate 4.625%*](#)

Dear Mr. Furlong,

Thank you so much for visiting our class at the New School of Radio & Television. You are an inspiration. You have been insightful, and made me realize, how much I want to be involved in television. I'm meeting with Del Bracco about possible internship opportunities - and I hope I will be working with you soon! Danielle Miller

Mr. Furlong,

Thank you for speaking with our class last Friday at the New School. You told us some great information and I appreciate you doing so with such a busy schedule. It's comforting to know that those at the top still remember what it took to get there and are willing to share with those of us just starting out.

Thanks again.

Lindsay Ryan

~aspiring anchor~